



# ***United States Air Force Reserve***

*Integrity - Service - Excellence*

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## **Officer Career Progression**



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- **Feedback, OPRs and PRFs**
  - **Force Development/Developmental Education/Joint Officer Management**
  - **Selection Brief/Letter to the Board**
  - **PV and Mandatory Promotion Eligibility**
  - **Maj, Lt Col, Col Board Results**
  - **MSD and Selective Continuation**
  - **Board Member Opportunities**
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# ***Feedback/OPRs/PRFs Overview***

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- **Key Changes to AFI 36-2406**
  - **Feedback**
  - **Purpose of Performance Report**
  - **Fitness documented on an OPR**
  - **Tips**
  - **Stratification**
  - **Electronic Evaluations**
  - **How OPR's are submitted**
  - **Common Errors**
  - **Examples of Prohibited Statements**
  - **OPR Reminders**
  - **PRF**
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# ***Officer and Enlisted Evaluation Systems***

## ***Air Force Instruction***

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- **AFI 36-2406 was newly published effective 2 January 2013; substantially revised**
  - **Key Changes**
    - **Updates versions of applicable forms**
    - **Incorporates revised policies implemented since 2000**
    - **Gives procedures for electronic forms and digital signatures**
    - **Gives guidance for current contingency operations**
    - **Incorporates AFI 36-2401, Correcting Officer & Enlisted Evaluation Reports**
    - **Updates organizations and office symbols**
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## *Key Changes, Con't*

- **All periods of leave, TDY, absences, or periods loaned out to other organizations are no longer deducted from period of supervision**
  - Previously, TDYs and/or absences between rater and ratee were deducted (i.e. for school or deployment); provision is removed
- **Rebuttal time period has been reduced to 3 duty days (30 days for Reserve/Guard not in active status)**
  - Airmen receiving a referral evaluation will have less time to accomplish any rebuttal comments
  - The option for the ratee to elect not to submit comments prior to the expiration of the 3 duty days has been removed; evaluators must wait the entire 3 duty days before processing can continue



## *Key Changes, Con't*

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- **Minimum requirements for OPRs on USAFR Officers (Lieutenant through Colonel) changed**
  - **Enlisted Airmen receiving a referral evaluation are no longer authorized to receive the top rating (overall 5)**
  - **All active duty SNCOs and officers must report civilian convictions to first line supervisor within 15 days.**
    - **Includes ANG/Reserve in active duty status**
    - **ANG/Reserve not in active duty status must report within 30 days**
  - **Suspense dates for OPRs – 60 days versus 90 days**
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# Key Changes, Con't

- **Key Changes**

- One OPR and Feedback form 2Lt – Col
- Front is your report; back is used for referrals & acronyms
- Block on front summarizes all performance factors
- Deleted: Unit Mission Description & Impact on Mission Accomplishment
- Evaluator comments reduced from 19 to 14 lines
- Job Description reduced from 6 to 4 lines
- **A new Form is being worked now, to reflect new changes from AFI 36-2406, dated 2 Jan 2013**

OFFICER PERFORMANCE REPORT (Lt thru Col)				
<b>I. RATEE IDENTIFICATION DATA</b> (Read AFI 36-2406 carefully before filling in any item)				
1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFSC	5. REASON FOR REPORT
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT			8. PERIOD OF REPORT THRU	9. NO. DAYS SUPV.
<b>II. JOB DESCRIPTION</b> (Limit text to 4 lines) DUTY TITLE				10. SRID
<b>III. PERFORMANCE FACTORS</b> Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)				
<b>IV. RATER OVERALL ASSESSMENT</b> (Limit text to 6 lines)				
Last performance feedback was accomplished on: (IAW AFI 36-2406) (If not accomplished, state the reason)				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE
SSN		SIGNATURE		
<b>V. ADDITIONAL RATER OVERALL ASSESSMENT</b> (Limit text to 4 lines) <input type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE
SSN		SIGNATURE		
<b>VI. REVIEWER</b> (If required, limit text to 4 lines) <input type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE
SSN		SIGNATURE		
<b>VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR</b> (Indicate applicable review by marking the appropriate box)				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE		DATE
SSN		SIGNATURE		
<b>VIII. RATEE'S ACKNOWLEDGMENT</b> I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes <input type="checkbox"/> No <input type="checkbox"/>				
SIGNATURE				
DATE				

AF FORM 707, 20070625 PREVIOUS EDITIONS ARE OBSOLETE (707A and 707B) PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.

EPR/OPR/PRF Writing Guide under Evaluations on myPers web site

<https://mypers.af.mil>



- **Performance Feedback AFI 36-2406, Chap 2**
  - **O-1 through O-5**
    - **Initial within 60 days of supervision**
    - **Midterm within 180 days of supervision and thereafter 180 days after OPR**
  - **O-6**
    - **Initial only within 60 days of supervision**

**Make sure it happens – give your input**



# ***Purpose of Performance Report: To Document Performance***

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- **Bullets are mandatory - Content is Important**
    - They influence AND support stratification and recommendation
    - Job titles/duty descriptions are very important
    - Level of responsibility
    - Quantitative
  - **Keep track of all duties performed**
    - Deployments
    - Record special projects
    - End of tour report
  - **Focus on military job contribution to the ANG/AFR**
    - Form has extremely limited space
    - Limit or eliminate civilian job/community service comments
  - **You have a huge influence on your OPR – give your input**
-



## ***Did Someone Really Write That?***

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- **Bad examples from actual Performance Reports**
    - “Member is assigned to D Flight as assistant Flight Chief”
    - “Excellent Professionalism on and off duty; day to day military standards always met”
    - “Participated in book donation program; collected and shipped over 100 text books to third world countries”
    - “Coaches and mentors children in his community through various sport programs”
    - “Always looking for a challenge to better career”
-



- **Fitness could make or break your career**
  - **Rated on OPR as “Meets,” “Does Not Meet,” or “Exempt”**
    - **Meets: score of 75 or greater**
    - **Does Not Meet: score less than 75**
      - **Referral report – requires comment**
        - **AFI 36-2406, Para 3.1.7.2.1**
    - **Exempt: Exempt from ALL components of the test**
  - **Supervisors can now make comments regarding fitness program achievements on OPRs, AFI 36-2406, Para 1.4.10.1.5**
    - **Supervisors can include comments on successful achievements for Airmen who play a key role in the unit’s program**
    - **Examples of authorized comments:**
      - **"Implemented rigorous squadron PT program; drove unit pass rate from 75% to 100%"**
      - **"Ensured accountability-98% readiness rate, zero overdue/expired tests."**
    - **Comments on an evaluation regarding an Airman's individual fitness score or fitness category remain prohibited**

## ***Tips: Snapshot and Push Lines***

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- **Word choice, enthusiasm/support, punctuation**
  - **Emphasize personal characteristics**
  - **Strength of adjectives, adverbs, nouns**
- **Snapshot:** Strat, Leadership, Strategic Overview
  - **Small number of officers?**
  - **Consult Additional Rater**
- **Push:** Strat, Recommend Assignment(s), & PME
  - **Grade-appropriate, realistically achievable**
  - **Level of recommended assignment matters!**
  - **Appropriate level of PME**



## *Tips for Push Lines*

- **Must See Leadership Push**
  - If support / push for command at the next level is missing, could be a discriminator...
- **Strong PME / job pushes convey potential**
  - Reinforce stratification: Stan Eval, Sq CC, Branch Chief, Air Staff vice “major acquisition leadership position”
  - In-residence PME pushes...must be consistent **w/rank**
    - 2 Lt – Capt: “Send to BDE ASAP”
    - Capt (once BDE is complete in residence): “In-residence IDE a must”
    - Major: “IDE now”
  - IDE/SDE/Job Recommendations convey potential—strong pushes needed!
- **Enthusiasm / support convey rater’s conviction**
  - “**My** #1 pick for command!” vice “Groom for Command”

**INSIGHT: Ownership / Enthusiasm enhance and add differentiation!**



- **Stratification:** Relative rating of officer w/peers
- **Levels of Stratification**
  - **Top:** My #1 of 12...Top 1%...Best ever known
  - **Second level:** Top 5%-10% of peers! My top...
  - **Third level:** One of my best...
  - **Lowest level:** One of my sharpest! One of my hardest working...
- **MOST POWERFUL TOOL**—particularly among records close to cut line

INSIGHT: Use full spectrum; sends strong message to promotion boards



# ***Electronic Evaluations***

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- **Electronic Signature means:**
  - **Report locked; changes cannot be made by ARPC**
  - **ARPC must return and every person must re-sign**
  - **Personnel Units, ARPC cannot do “small corrections”**
  
- **Wet Signatures**
  - **If digital capability is unavailable, sign in — wet signature in reproducible blue or black ink**
    - **Do not sign before the close-out date**
  - **1.4.11.2.2.2.1. At least one evaluator does not have a CAC**
    - **If one evaluator or reviewer is unable to access digital signature, all evaluators and reviewers must — wet sign and date the evaluation**
  - **1.6.9.5. Wet signature evaluations headed to ARPC will be scanned via vPC-GR or CMS with certified true statement**

## ***Electronic Evaluations (Con't)***

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- **Remember Component ID**
  - Include in “org, cmd, location, component” block
  - Should be Non-EAD or AGR or Lead, not ANG or ResAF
- **Evaluation not complete until member acknowledges receipt**
  - Cannot go to file or to promotion board
  - Other options: Rater chooses “Member unable to sign,” “Member declined to sign”, then digitally signs



## ***Unit Reservist Must Submit All Evaluations Through vPC-GR***

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- **Effective Dec 2011, all unit reservist evaluations must be submitted through the vPC-GR “evaluation application”**
- **IMAs assigned to AD units may submit their evaluations through the Case Management System (CMS)**
  - **Or you may submit through vPC-GR if you have access**



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## ***Some Reasons Evaluations Are Sent Back***

- **Unit reservists evaluations not submitted thru the vPC-GR application with a EVR assigned, will be returned w/o action**
- **All signature elements need to be completed (Rater, Additional Rater, Reviewer and Member)**
  - **If you qualify as the Single Evaluator, then the Signature Elements are optional, but it still needs to be digitally signed AFI 36-2406, Para 1.11.3**
- **Term “Senior” used in evaluations for Lt-LtCol**
  - **Only Colonels and GOs are Senior Officers**
- **Not meeting grade requirement for signature**
- **Period of report does not match OPR shell or MilPDS**

***Use spell-check and have the evaluation reviewed by  
CSS/FSS before submitting***



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# ***Watch for prohibited promotion statements***

## ***Examples of Prohibited Statements***

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- Ready for senior squadron leadership position
- Capt Jones is filling a Major's billet
- Capable of higher rank/grade
- Outstanding senior officer...ready for Flag Command
- Capt Smith is performing duties above her pay grade
- Lt Col Jones is our senior LGS officer
- #1/24 of my Lt Cols...ready to meet next Col selection board
- Maj Smith ranked in top 5% of 38F DT board
- Promote now (not veiled but used!)

***Don't Use Promotion Statements, Veiled or Not!***



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# OPR Reminders

## OPR Requirements

Category	Minimum Requirements		
	Annual	CRO	HAF/CC directed
USAFR	16 points 120 days supervision	16 points 120 days supervision	None
ANG	120 days supervision	120 days supervision	None
AGR	120 days supervision	120 days supervision	None

- Know when report/feedback are due
- Last OPR needs to be in the record prior to the promotion board!

# *Promotion Recommendation Form*

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- **Promotion potential (covers entire career)**
  - Effective 31 Dec 08, senior raters may comment on Advanced Academic Degrees (AAD)
  - The purpose is to encourage advanced education
- **Required for promotion boards (O-5/O-6 Position Vacancy)**
- **Reservists copy sent by senior rater 30 days prior to board**

***Remember, PRF is a recommendation***

***The board makes its own decision based on the contents of the whole record***

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# *Promotion Recommendation Form, Con't*

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- Completed by **Senior Rater**:
    - I/APZ Recommendations
      - (DP): Definitely Promote
      - (P): Promote
      - (DNP): Do Not Promote
    - I/APZ Ranking (EX. 2/5/10)
      - 2 = Ranked #2 of all DPs awarded
      - 5 = Total number of DPs awarded
      - 10 = Total officers under Senior Rater in each category meeting this Board
    - Position Vacancy PRFs (EX. 2/10)
      - O-4 & O-5 Boards Only
      - 2 = Ranked #2 of nominees
      - 10 = Total Nominees
-

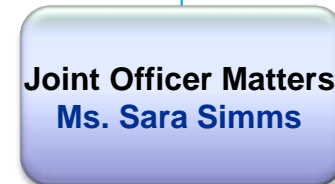


- **Force Development**
- **Reserve Officer Development Plan (R-ODP)**
- **Developmental Education**
- **Joint Officer Management**

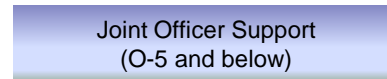
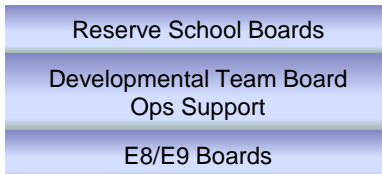


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# Force Development Division



PRODUCT LINES



**Assignment Facilitation: 1-AGR, 12-RPA**  
**Board Operations: 1-AGR Officer, 1-AGR SNCO, 2-AD NCOs, and 5 RPA**  
**Joint Officer Matters: 1-GS 11**





# *Assignment Facilitation*

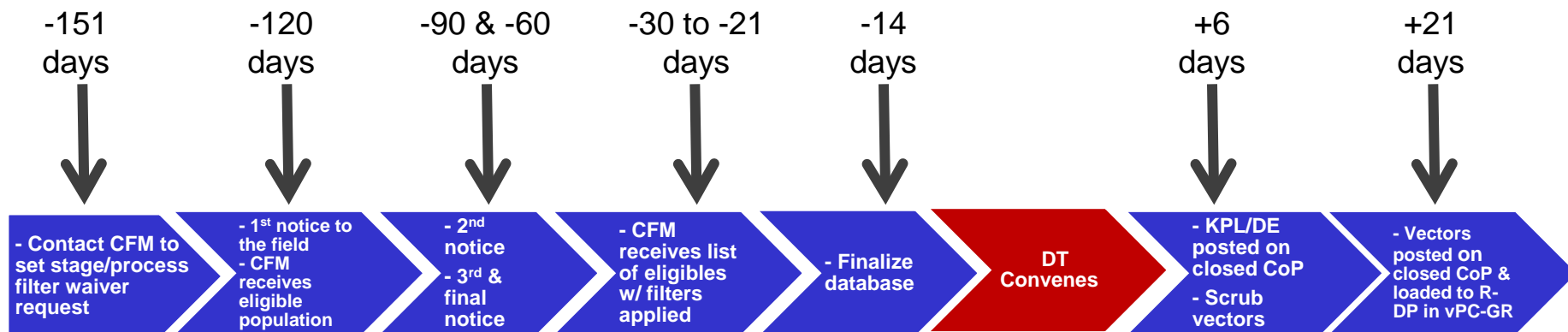
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- **Purpose:**
  - **Development Teams (DT)** serve as the Reserve's front line in developing its members experience and education
  - **Assignment Facilitators (A/F):** ARPC-based A/Fs are the primary conduit between the assignment organization, DT panel, CFMs, hiring authorities and Citizen Airmen
- **Goal:**
  - The DT's goal is to assemble senior leaders within each respective career field for the sole purpose of providing actionable feedback and guiding each Citizen Airman to reach their potential
  - **Credible Vectors:** Vector Citizen Airmen toward appropriate education, training, experiences and other opportunities that ensure right-time development to meet the needs of the Air Force Reserve and its Citizen Airman



# Assignment Facilitation

## Key Milestones to Executing a DT



- 3 separate notices are sent to the field to update R-DP and records before DT occurs
- Repeat process @ 45 times a year with as many as 16 DTs in some phase of execution
- Database is only as good as MilPDS at time of extraction ~ -30 to -21 days before DT
- R-DP completion is critical to communicating to the Panel



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# Development Team Schedule - 2013

## ARPC Promotion Board and Force Development Board Activity CY 2013

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Jan							CE							O4 PB								BLOCKED						MAF			
Feb																			RSSB I						CAF						
Mar							Intel						SF					Log/Maint									R-12				
Apr																															
May																															
Jun																															
Jul																															
Aug																															
Sep																															
Oct																															
Nov																															
Dec																															

# ***What is a Developmental Team?***

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## **ARPC FD Team**

- Technical support
- Admin support
- Facilitates all DT phases
- Facilitate scoring/vectoring

## **DT Chair**

- Can be CFM/MFM, Other designee
- Leads DT
- Final arbitrator
- Validates vectors to members
- Maintains KPL/DE/CC/CCC lists

## **DT Action Officers**

- Operates vectoring dBase
- Provides process support
- Assists FD Team as needed

## **DT Team Members**

- GOs, Cols, Lt Cols & Civs (Off)
- CCCs, CMSgts and SMSgts (Enl)
- Score/Vector/Mentor

***Developmental Teams are conducted by utilizing a standard, systematic, and accountable process***



## ***R-DP Is Critical To FD***

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- **Your career aspirations**
  - Assignments
  - Command opportunities
  - Developmental Education
  - Joint experience
- **Important for Developmental Teams and School Boards**
  - Your tool to communicate personal career goals
  - Chain of Command message to teams/boards
  - Used for potential assignment/hiring decisions
  - Key for your “personalized vector”
- **This is your primary communication tool to your Career Field Managers – talk to them, tell them you needs, wants, desires**

***Take an active role in your development – submit your R-DP now!***



- **Whole person concept**
  - **Developmental Education – PME**
  - **Advanced Academic Degree**
  - **Assignments**
  - **Leadership Experience**
  - **Career Path and Career Broadening**
  - **Deployments**
  - **Civilian Experience**
  - **Rater/Sr Rater's Comments**
- **Scale of 6 to 10**
- **Cut lists drawn based blindly on natural cut line**



- **Assignment recommendations**
  - Type of Reserve Program
  - Type of Job
  - Portability
- **Education/Training recommendations**
  - Military PME
  - Career Field Education
  - Joint
- **Points of Contact/Other**
  - Assignment Facilitators
  - Mobilization Assistant
  - CFM/MFM/Other



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## ***AFR Developmental Education (DE)***

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- **Also known as Professional Military Education (PME)**
- **DE goes beyond Air University courses**
  - **Focuses on critical thinking and problem solving**
  - **Tactical, Operational and Strategic level education**
- **Guiding Principles**
  - **Hone and enhance AF cultural awareness**
  - **Reinforce core values through exemplification**
  - **Integrate competency and expertise into Air/Space Ops**
  - **Hone joint and coalition understanding**
  - **Expand expertise through mentoring**





- **Correspondence**
  - **Self-study typically through Air University**
  - **Distance Learning (Online)**
- **Blended, Seminar, and In-residence**
  - **Local base seminar process**
  - **Competitive selection process for PDE/IDE/SDE**
    - **ARPC conducts AFR boards**
    - **ANGRC conducts ANG boards**

# ***Reserve Developmental Education Designation Board (RDEDB)***

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- **Conducted annually**
- **In-resident courses**
  - **Operational and Strategic level**
- **Limited Quotas**
- **Highly Competitive**
- **Return on Investment**
- **R-DP and CC endorsement important**

## **SDE Courses:**

- **Air War College: 9**
- **Army War College: 4**
- **Industrial College of the Armed Forces: 3**
- **Inter-American Defense College: 1**
- **National War College: 1**
- **Naval War College: 2**
- **Harvard National Security Fellowship: 1**
- **SECDEF Corporate Fellowship: 1 :**
- **Joint Advanced Warfighters School (JAWS): 1**

**TOTAL: 23**

## **IDE Courses**

- **Legislative Fellowship: 2**
- **Air Command and Staff College: 15**
- **National Intelligence University (formerly NDIC): 2**
- **Army Command & Staff College: 3**
- **Marine Command and Staff College: 3**

**TOTAL: 25**

## **Other:**

- **School for Advanced Air and Space Studies (SAASS): 1**



## ***Reserve School Selection Board (RSSB)***

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- **Conducted twice a year**
- **Short resident, seminar, or blended**
- **New courses added each year**
- **R-DP and CC/Sr Rater endorsements important**

## **Professional Development**

- **Junior Officer Leadership Course (JOLD): 105**
- **International Jr Officer Leadership Course (I-JOLD): 50**
- **Reserve Comp Joint Officer Prof Dev (RCJOPD) : 68**
- **Leadership Challenge Course (LCP I & II): 30 each**
- **Leadership Today and Tomorrow (LTT): 105**
- **Reserve Officer Development Course (RODE): 70**

## **Developmental Education**

- **Squadron Officer School (In-residence **8 wks**): 45**
- **Air Command and Staff College (Seminar): 20**
- **Air War College (Seminar): 14**

## **Joint:**

- **Advanced Joint Professional Mil Ed (AJPME): 25**
- **NATO Senior Officer Policy Course (SOPC): 2**
- **NATO Senior Reserve Officer Course (SROC): 2**
- **NATO Reserve Forces Integration Course (RFIC): 2**
- **Canadian Forces Staff College (CFSC): 2**
- **Marine Corps Command and Staff College (MCCSC): 2**
- **Naval National Security Decision Making (NSDM): 7**
- **Reserve Component Nat'l Security Course (RCNSC): 35**

## **Enlisted Developmental Education Board (EDEB)**

- **Professional Development**
  - Leadership Development: 3
  - Keystone: 2
  - Gettysburg: 3
- **Joint:**
  - NATO SNCO Orientation/Intermediate/Advanced Course: 3 each
  - Reserve Component Nat'l Security Course (RCNSC): 9
  - International SNCO Development Course (INLEAD): 4
  - Sister Service Courses:
    - Navy: 2
    - US Marine Corps: 2
    - Chief Petty Officer Academy: 2
    - US Army Sergeant Major: 10





- **Reserve Dev Education Designation Board (RDEDB)**
  - Conducted annually
  - In-resident courses
    - Operational and Strategic level
  - Limited Quotas
  - Highly Competitive
  - Return on Investment
  - R-DP and CC/Sr Rater endorsements important
  
- **Reserve School Selection Board (RSSB)**
  - Conducted twice a year
  - Short resident, seminar, or blended
  - New courses added each year
  - R-DP and CC/Sr Rater endorsements important



# ***Joint Officer Management***

- **Purpose:**
  - Educate and train a significant number of AFR officers experienced enough in joint matters to enhance the joint war fighting capability of the United States
- **Authority:**
  - DoDI 1300.09 Joint Officer Management Program
  - CJCSI 1330.05 Joint Officer Management Program Procedures



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# *What is Joint Matters?*

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- “(1) ...**matters related to the achievement of unified action** by multiple military forces in operations conducted across domains such as land, sea, or air, in space, or in the information environment, including matters relating to –
- (A) national military strategy
  - (B) strategic planning and contingency planning
  - (C) command and control of operations under unified command
  - (D) national security planning with other departments and agencies of the United States
  - (E) combined operations with military forces of allied nations
- (2) In the context of joint matters, the term “multiple military forces” refers to forces that involve participants from the armed forces (or) one or more of the following:
- (A) Other departments and agencies of the United States.
  - (B) The military forces or agencies of other countries.
  - (C) Non-governmental persons or entities.

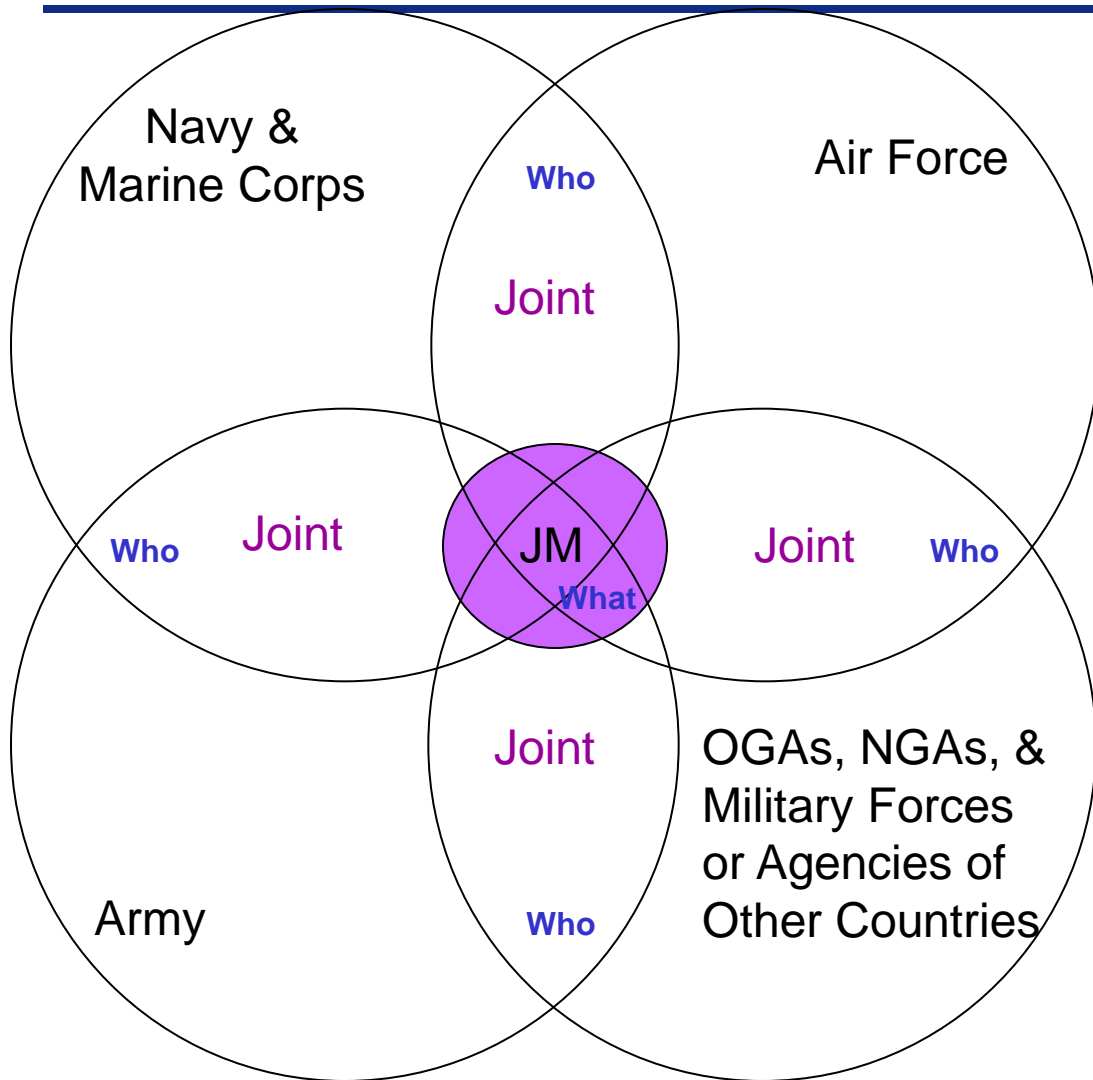
*What You Do*

*Who You Do It With*



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# What is Joint Matters?



## Joint Matters (JM):

### •Title 10, USC

- 1) **What** you do – discriminator
- 2) **Who** you do it with

### •S-JDA path: JDAL

### •E-JDA meeting JM def:

Embedded/Deployed

-Training Teams

(BTT, ETT, LTT, MTT, CAFTT,  
PRT, CMATT CPATT)

-Counter/Defeat IEDs

(JCCS-1, embedded EWO, JIEDDO)

-AF/PAC Hands Program

-JTF-GTMO

### •Favorable E-JDA:

**Contingency:** Haiti Earthquake

KATRINA, Tsunami Relief

Lebanon NEO, ISAF

Drug Interdiction (JIATF E/W/S)

### **Coalition:**

Iraq + Afghanistan

Advisor, Mentor, Civil Affairs



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# Sample Organization

## Strategic to Tactical & Joint Matters

**Gen Dempsey:** “critical assignments such as duty in a combatant command or service on the Joint Staff introduce an officer to joint operations and allow him to manage and confront complex problems at both the operational and strategic levels of war”

**Strategic:** drives  
National Strategic  
Direction

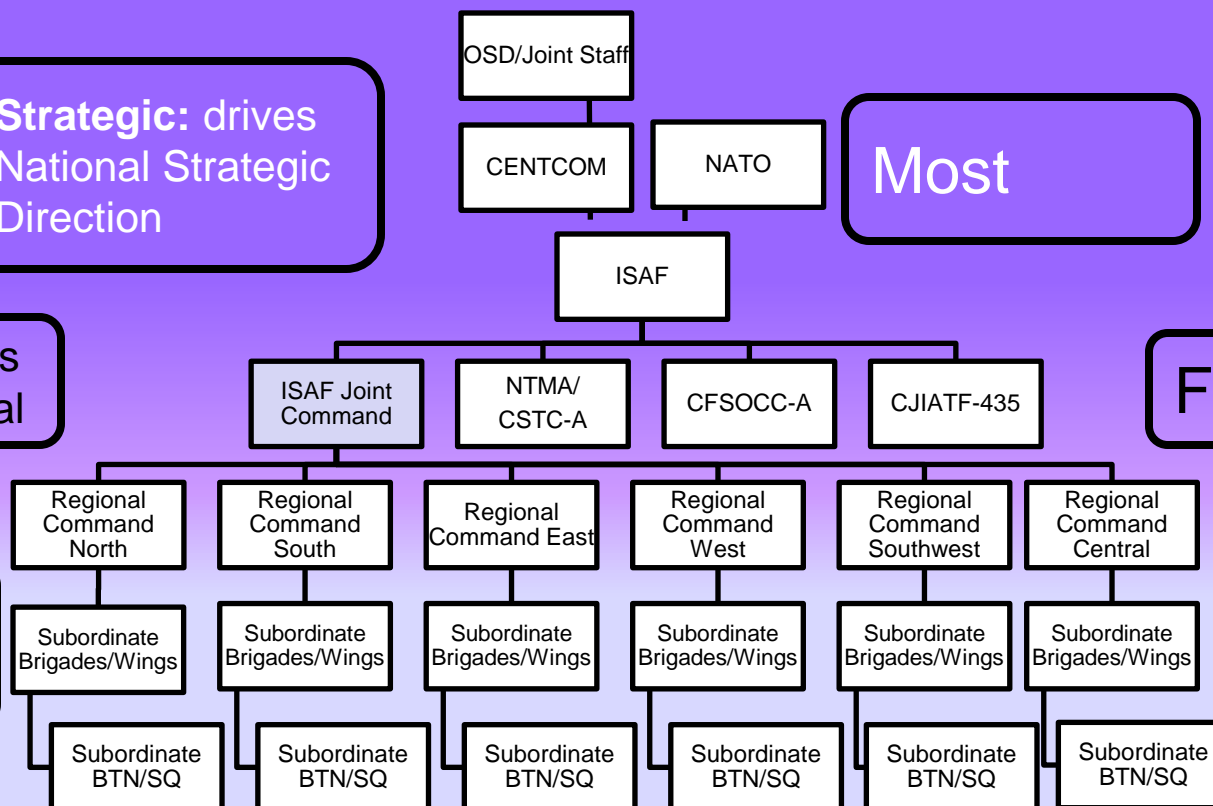
Most

**Operational:** links  
strategic to tactical

Few

**Tactical:**  
accomplish  
assigned tasks

By  
Exception



**Gen Dempsey:** “leaders preparing for service at the strategic level must possess...a variety of experiences at the tactical and operational levels of war to serve as a foundation for their service at the strategic level”



- **S-JDA / JDAL**
- **E-JDA / experience based**
  - **Intensity factors are Environment based:**
    - **Combat: 3 (Iraq)**
    - **Non-Combat: 2 (Haiti)**
    - **Steady-state: 1 (Miami)**
  - **Joint Matters requirement met**
    - **Who you do it with**
    - **What you do**
  - **Discretionary points**
    - **Exercises**
    - **Training**
    - **Education**
  - **JMIS is the system for requesting Joint Credit**

## ***Joint Experience Matters!***

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- **Joint Experience makes you more competitive**
- **Document Joint Experience:**
  - **OPRs, LOEs, AF 475 Training Reports, Decorations, Paid Travel Vouchers**
- **Be proactive and pursue joint experience**
- **BLUF: If you think you have experience in “joint matters” get on the website and submit your Joint Experience, if you are not on the Traditional Path**

# *Joint Experience Retroactive Credit*

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## **Self Nomination Website**

**<https://www.dmdc.osd.mil/appl/jmis/JQSindex.jsp>**

- **Effective 30 Sep 13, AFR officers must submit for retroactive credit back to 2001 for Joint Experience**
- **Must meet Joint Matters definition**
- **Must have application started in JMIS system by 30 Sep 13**
- **After 1 Oct 13, all credit requests must be submitted within one year of the last day of the experience**



- **Officer Selection Record (OSR)**
- **Electronic Officer Selection Record (eOSR)**
- **Officer Selection Brief (OSB)**
- **Letter to the Board**



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# Officer Selection Record

## OFFICER SELECTION BRIEF

Personal Data  
Aeronautical Data  
Decorations  
Developmental Education  
AFSC Data  
Point History  
Duty History  
Current Duty  
Senior Rater Info  
Academic Education  
Foreign Language Info

AF FORM 77

## DISCREPANCY REPORT

Notifies board  
members of missing  
documents:

Medals  
OPRs  
Training Reports

DECORATIONS

|||||

Doe, John





## Electronic Officer Selection Record (eOSR)

[Instructions](#)

[Introduction](#)

Missing documents must be submitted to ARPC via vPC-GR. Instruction links are provided below. Questions may be directed to the Total Force Service Center - Denver (TFSC) at [arpc.contactcenter@arpc.af.mil](mailto:arpc.contactcenter@arpc.af.mil) or at 1-800-525-0102.

### Upcoming Promotion Boards

[Promotion Board](#)

Board	Convene Date	Board Type	Eligibility Zone

### eOSR Review Dates

Initial: 8/13/2010

Promotion Board\*: 8/31/2010

Audit\*: 8/31/2010

\* Most Recent



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# ***eOSR vPC-GR Online Application***

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- This vPC-GR application provides the ability to physically access, review and correct your records
- eOSR permits members to review current MiIPDS data and update their records
- eOSR application permits you to check errors in your information and submit documentation to correct the errors



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# ***eOSR Application Features***

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- Identifies the upcoming selection board your records will meet
  - Allows you to **review current information in your OSR** - YOU now see what a selection board will see
  - Allows you to **review errors** that have been discovered in your OSR by TFSC-Denver
    - Discrepancies noted during the review have comments on each and instructions on how to correct
  - An online tool to **submit corrections** directly to the Total Force TFSC-Denver for action
    - Decorations
    - Evaluations
    - Duty History
  - You can **check the status** of corrections you submit
-



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## Discrepancies List

### Discrepancies

In the following table is listed any discrepancies noted during a review of your Officer Selection Folder. To ensure your records are correct and ready to meet the promotion selection board please select a row in the table to review the discrepancy(ies) details.

Discrepancy Type	Status	Create Date
Evaluation	Discrepancy	8/30/2010 5:28:15 PM
Decoration	Discrepancy	9/15/2010 10:07:22 AM
Decoration	Discrepancy	9/15/2010 10:09:49 AM
Decoration	Discrepancy	9/15/2010 10:48:00 AM
Evaluation	Discrepancy	9/15/2010 11:16:55 AM

Discrepancy Type: OPR : Status: CLOS : Close Date: 17-FEB-2007

Remarks : Missing Training Report (AF 475)

To correct identified discrepancies we have provided detailed instructions below for submitting your requested corrections within this vPC-GR online application. Please use the following to initiate any corrections.

[Decorations](#)

[Evaluations](#)

[Duty History](#)

Decorations Update

Evaluations Update

Duty History Update

The following tabs allow you to review current information in your Officer Selection Record as of your notifications an



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# Reviewing Current OSR Information

Evaluations Decorations Duty History Medical Certifications Related Issues

## Existing Evaluations within MiIPDS

Type	Status	Closeout Date
OPR	CLOS	17-MAR-1995
OPR	CLOS	17-MAR-1996
OPR	CLOS	17-MAR-1997
OPR	CLOS	17-MAR-1998
OPR	CLOS	17-MAR-1999
OPR	CLOS	24-MAR-2000

Evaluations Decorations Duty History Medical Certifications Related Issues

## Existing Decorations within MiIPDS

Decoration Code	Oak Leafs	Decoration Title	Decoration Date
CA	2	Army Commendation Medal	14 Dec 87
MM	4	Meritorious Service Medal	25 May 07

Evaluations Decorations Duty History Medical Certifications Related Issues

## Existing Duty History Entires within MiIPDS

Duty Title	Effective Date	Command Level	Unit	Country
SENIOR IMA	18 Mar 2010	WB	0000 RPC DU	08
SENIOR IMA	1 Apr 2009	WB	0000 LOA FO	01
SR IMA TO THE CO...	1 Apr 2008	WB	0088 ABS WG	39
SNR IMA TO RES A...	1 Apr 2007	WB	0088 ABS WG	39
SNR IMA TO THE RE...	1 Apr 2005	WB	0000 LCT FO	11
SNR IMA TO THE RE...	20 Dec 2002	WB	9005 RPC SQ	51
SNR IMA TO THE RE...	20 Dec 2002	WB	9005 RPC SQ	51



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## Updating Information

Discrepancy

Remarks

To correct identified discrepancies we have provided detailed instructions below for submitting your requested corrections within this vPC-GR online application. Please use the following to initiate any corrections.

[Decorations](#)

[Evaluations](#)

[Duty History](#)

Decorations Update

Evaluations Update

Duty History Update

To submit a request to correct the discrepancy(ies) (i.e., Decoration Update, Evaluations Update or Duty History Update), simply click the “Update” box pertaining to the type of error that needs a correction.

Above each “Update” button there are links that provide you with specific instructions for correcting the error(s), please follow them precisely.

These “Update” boxes will generate a request directly to the TFSC-Denver for corrective action.

A separate request will be created and forwarded for each “Update” submitted. You can review these requests within the “Related Issues” tab.





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# The eBOSS OSR



ISRAEL, ERIC S  
030024

BOYDSTON,  
MICHAEL BRENT  
030025

SNOW, RANDALL G  
030026



1 of 55 - Officer Performance Report...



Officer Performance  
Report

1 of 3 - Meritorious Service Medal -...



Citation

1 of 2 - Officer Selection Brief 16 Aug...



Officer Selection Brief



NO  
SCORE

LOWEST

6

WELL BELOW  
AVERAGE

6.5

SLIGHTLY BELOW  
AVERAGE

7

AVERAGE

7.5

SLIGHTLY ABOVE  
AVERAGE

8

STRONG

8.5

FEW COULD  
BE BETTER

9

OUTSTANDING

9.5

ABSOLUTLEY  
SUPERIOR

10

SHOW  
CAUSE



This contains information which must be protected IAW AFI 33-332 and DoD Regulation 5400.11; Privacy Act of 1974 as Amended Applies, and it is For Official Use Only (FOUO). It must be protected or privacy act information removed prior to further disclosure.



- **Deployment Data Requirements**
  - **SecAF decided deployment data should be taken off the officer selection brief**
  - **Rater should include all deployment information in OPR**
- **Foreign Language Data**
  - **New to OSB June 2011**
    - **Language, Reading/Listening Proficiency Level and Year**
    - **Jan 2012 – Speaking was added**



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## ***Educational Data on OSB***

### **Developmental Education - school and method now unmasked on Officer Selection Brief (OSB) – a/o Jun 11**

<b>Consideration To:</b>	<b>DE Visible</b>	<b>Method</b>	<b>Yr of Completion</b>
CAPT	BDE	Res	Y
MAJ	BDE/PDE	Res/Non-Res	Y
LT Col	BDE, PDE, IDE	Res/Non-Res	Y
Col	BDE, PDE, IDE, SDE	Res/Non-Res	Y

**Academic Education is also visible!**

Check Your Data EARLY on vMPF for OPB or

Call Total Force Service Center – Buckley AFB at: 1-800-525-0102



# *Letter to the Board*

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## ● Requirements

- Name and SSN
- Signed (unless on-line) and received by midnight (mountain time) before board starts

## ● Recommended

- Brief and factual
- Explain errors, service gaps, bad year
- AF community service
- Military and civilian job relationship

## ● Do Not Include

- Endorsements, Record Attachments, Third Party Letters

## ● Not Recommended

- Challenging supervisors or chain of command
  - Whining, accusing or blaming
  - Including things that are masked
-



# *Electronic Letter to the Board*

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- **ARPC Board Letter Online (vPC-GR via myPers)**
  - <https://mypers.af.mil>
  - **Create an account and log-in**
    - E-signature authorized
    - Now has spell check
    - Confirmed receipt sent back to you
    - Send from anywhere and have it received on time
    - Create it online, not from Microsoft Word
    - Technician will review and provide feedback if needed



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## *Ways to get Promoted*

- **Position Vacancy**
- **Mandatory Promotion**



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# *Reserve Position Vacancy Requirements*

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- **Nominated by your senior rater on PRF**
- **Position Vacancy Nomination Checklist**
  - Ensure all actions on checklist have been verified
  - <http://www.arpc.afrc.af.mil/library/factsheets/factsheet.asp?id=9210>



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# ***Reserve Position Vacancy Requirements***

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- **Assigned to a Reserve Position**
  - **Authorized, funded higher grade incumbent position when nominated**
    - **Not reassigned prior to:**
      - **Date of Completion of TIG or**
      - **Date Approval Authority signs Select List or**
      - **Public Release, whichever is later**
- **Satisfactory last full R/R year – 50 points**
- **Complete TIG by 30 Sep of board year**





## ***Reserve Position Vacancy***

- **Nominee**
    - **Keep records up to date**
    - **Contact MPS or HQ ARPC for Officer Pre-selection Brief**
    - **Letters to the Board are acceptable**
  - **Promotion Effective Date**
    - **Date of Completion of TIG or**
    - **Date Approval Authority signs Select List or**
    - **Public Release - whichever is later**
  - **No Position Vacancy for Col**
-



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## *Ways to get Promoted*

- Position Vacancy
- **Mandatory Promotion**

# ***Mandatory Promotion Eligibility Requirements***

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- **One Year on Reserve Active Status List (RASL)**
  - **List contains names of all officers in an active status**
    - **Active duty list counts towards year, if no break in service**
- **Remain on RASL until promotion effective date**
  - **Assignment to Inactive Status List Reserve Selection (ISLRS) or Retired Reserve removes you from RASL**
- **Meet Time in Grade (TIG) requirements**



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# CY 13

## Time In Grade

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Promotion to:	Mandatory TIG Reserve	Position Vacancy TIG Reserve
1st Lt	2	N/A
Capt	2	N/A
Maj	7	5
Lt Col	7	5
Col	4	N/A

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## *Promotion Board - Quotas*

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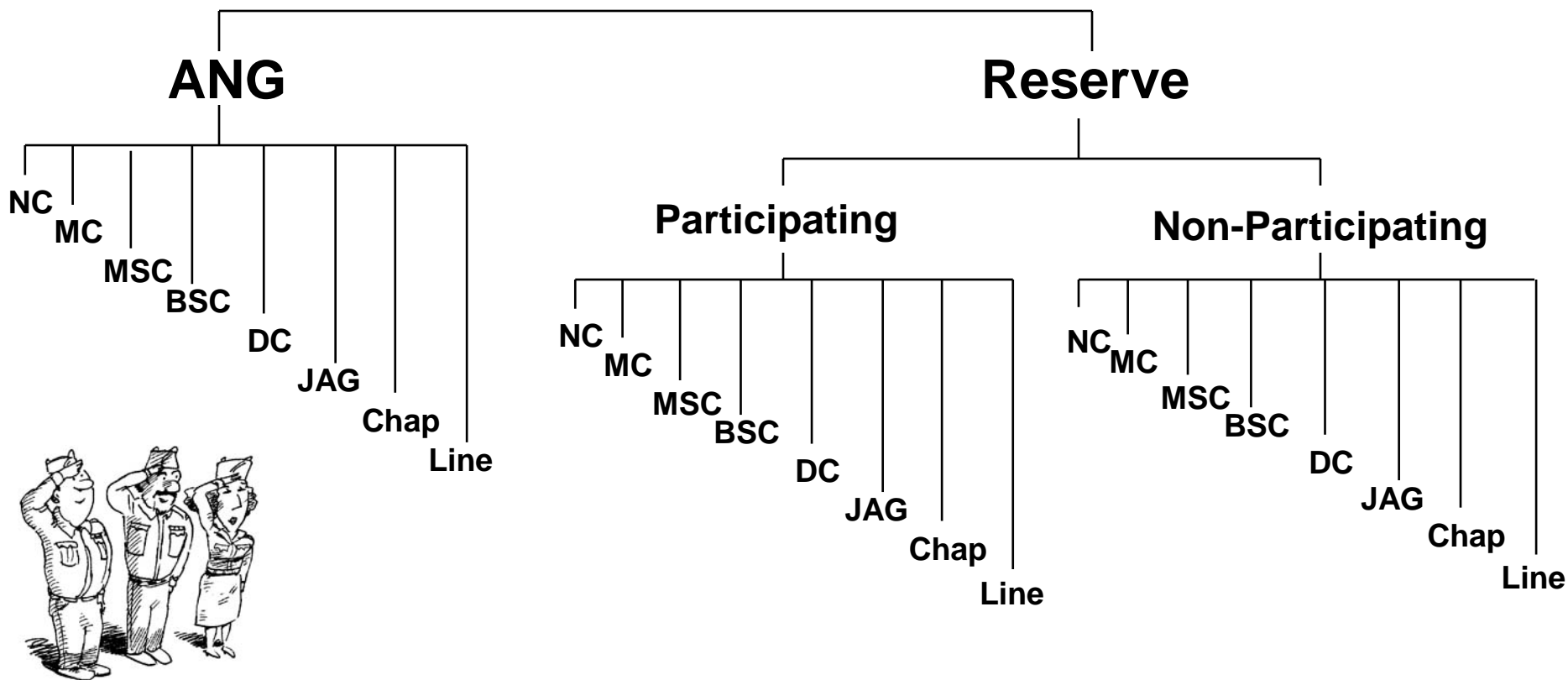
- **Set and approved by SAF prior to each board**
- **Based on 5-year requirements forecast**
- **Can equal 100% of the total eligible**
- **Established by competitive category**



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# Competitive Categories

## Air Reserve Component

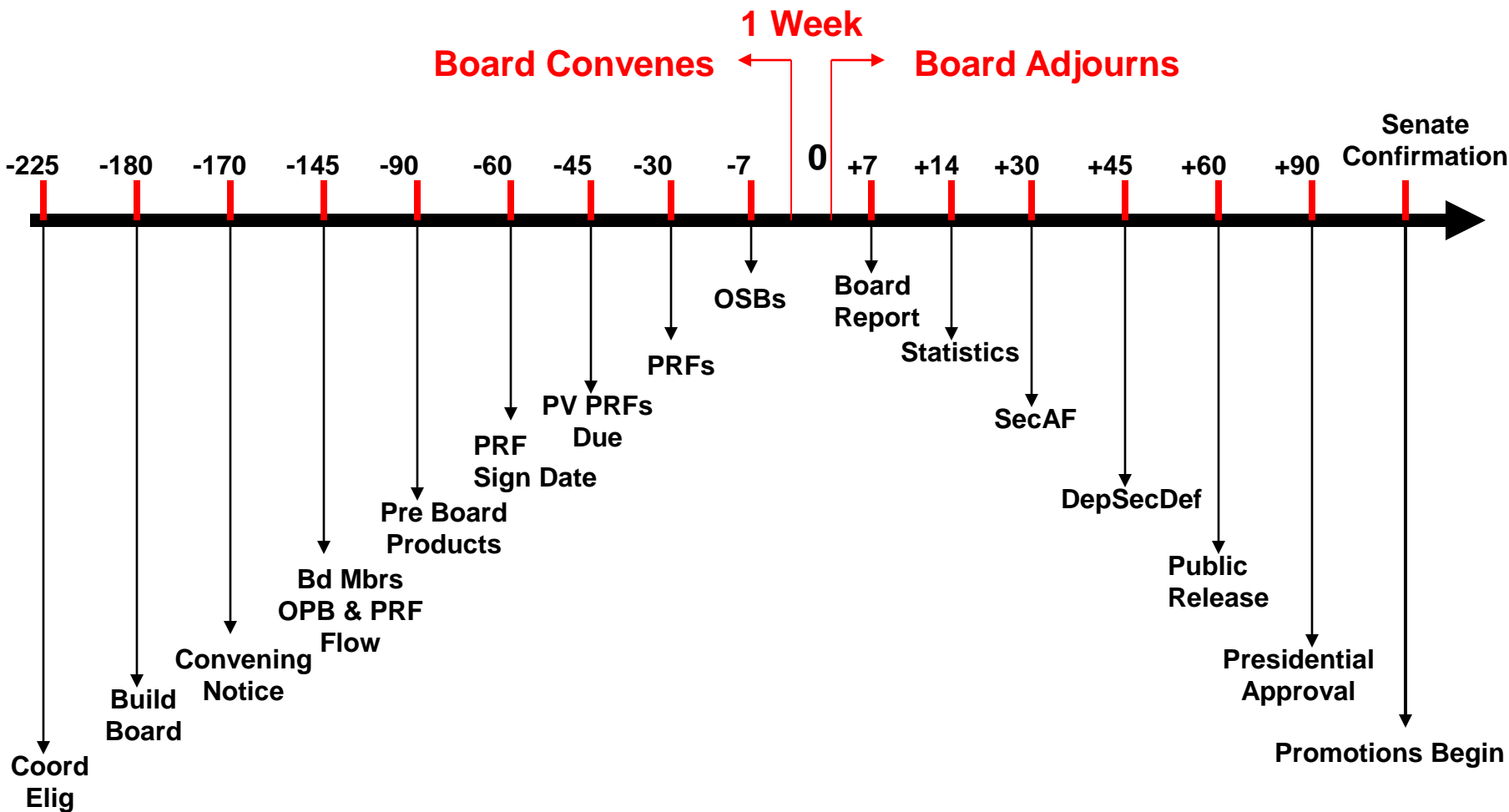


**Separate Categories = Separate Quotas**



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# Promotion Process

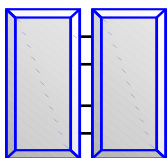




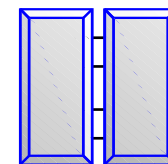
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# Officer Promotion Boards

- **No Board for Captains**
  - Senior rater recommends officers as fully qualified or not fully qualified
  - Pin on projected for two years time in grade
  - Must have Bachelor level academic before Promotion



## Eligibility Criteria (Line/Non-Line Captains)



Board Type	Date of Rank (DOR)	
Air National Guard	1 <sup>st</sup> Half	2 <sup>nd</sup> Half
Mandatory Participating Reserve	31 Mar	30 Sep
Mandatory Non-Participating Reserve	or earlier	or earlier

**\*\* Not eligible for promotion to Capt until bachelor's degree updated by AFIT\*\***



# Promotion Board Maj Line Selection Rates



		CY11	CY12	CY13
<b>ANG:</b>				
ANG TRAD		88%	88%	x%
ANG TECH		94%	92%	x%
AGR (TITLE 32)		97%	100%	x%
AGR (TITLE 10)		-	-	-
<b>ANG TOTAL:</b>		90%	89%	x%
<b>RESERVE:</b>				
UNIT		74%	75%	73%
IMA		62%	68%	67%
AGR		100%	83%	100%
Participating IRR (Cat E) – Non-Selected Reserve		41%	57%	48%
<b>Participating Reserve Total:</b>		73%	72%	70%
<b>Non-Participating (S7)</b>		.001%	.001%	.001%

# Promotion Board Maj Non-Line Selection Rates



	CY11		CY12		CY13	
Health Professions:	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>
Dental Corps	100%	64%	100%	80%	x%	50%
Medical Corps	100%	73%	75%	76%	x%	86%
Nurse Corps	75%	60%	93%	59%	x%	61%
Medical Service Corps	86%	84%	100%	74%	x%	43%
Biomedical Sciences Corps	94%	65%	83%	79%	x%	72%
Line – Judge Advocate	100%	70%	100%	79%	x%	78%
Chaplain	63%	82%	50%	89%	x%	50%

# Promotion Board

## Maj Line – Reserve Position Vacancy



		CY11	CY12	CY13
RESERVE:				
UNIT		52%	65%	56%
IMA		60%	53%	65%
AGR		70%	100%	33%
PV LINE TOTAL:		57%	62%	58%

# Promotion Board

## Maj Non-Line – Reserve Position Vacancy



		<b>CY11</b>	<b>CY12</b>	<b>CY13</b>
<b>Health Professions:</b>				<b>79%</b>
<b>Dental Corps</b>		-	-	-
<b>Medical Corps</b>		-	<b>100%</b>	-
<b>Nurse Corps</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Medical Service Corps</b>		<b>100%</b>	<b>100%</b>	<b>20%</b>
<b>Biomedical Sciences Corps</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Line – Judge Advocate</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Chaplain</b>		<b>80%</b>	-	<b>20%</b>



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# Promotion Board Lt Col Line Selection Rates



<b>ANG:</b>		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>ANG TRAD</b>		<b>64%</b>	<b>70%</b>	<b>69%</b>
<b>ANG TECH</b>		<b>71%</b>	<b>77%</b>	<b>76%</b>
<b>AGR (TITLE 32)</b>		<b>85%</b>	<b>95%</b>	<b>88%</b>
<b>AGR (TITLE 10)</b>		<b>-</b>	<b>100%</b>	<b>100%</b>
<b>ANG Total:</b>		<b>69%</b>	<b>75%</b>	<b>75%</b>
<b>RESERVE:</b>				
<b>UNIT</b>		<b>45%</b>	<b>46%</b>	<b>53%</b>
<b>IMA</b>		<b>33%</b>	<b>37%</b>	<b>42%</b>
<b>AGR</b>		<b>75%</b>	<b>74%</b>	<b>79%</b>
<b>Participating IRR (Cat E) – Non-Selected Reserve</b>		<b>21%</b>	<b>21%</b>	<b>25%</b>
<b>Participating Reserve Total:</b>		<b>38%</b>	<b>40%</b>	<b>45%</b>
<b>Non-Participating (S7)</b>		<b>2%</b>	<b>3%</b>	<b>2%</b>

# Promotion Board Lt Col Non-Line Selection Rates



	CY10		CY11		CY12	
Health Professions:	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>	<u>ANG</u>	<u>USAFR</u>
Dental Corps	75%	71%	67%	50%	67%	62%
Medical Corps	73%	72%	82%	74%	78%	69%
Nurse Corps	76%	51%	78%	51%	78%	57%
Medical Service Corps	83%	56%	75%	64%	80%	64%
Biomedical Sciences Corps	75%	34%	75%	35%	80%	40%
Line – Judge Advocate	83%	45%	83%	47%	83%	38%
Chaplain	80%	33%	83%	62%	80%	50%

# Promotion Board

## Lt Col Line Reserve Position Vacancy



		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>RESERVE:</b>				
<b>UNIT</b>		<b>38%</b>	<b>47%</b>	<b>49%</b>
<b>IMA</b>		<b>33%</b>	<b>29%</b>	<b>39%</b>
<b>AGR</b>		<b>67%</b>	<b>67%</b>	<b>81%</b>
<b>PV LINE TOTAL:</b>		<b>41%</b>	<b>42%</b>	<b>50%</b>

# Promotion Board

## *Lt Col Non-Line Reserve Position Vacancy*



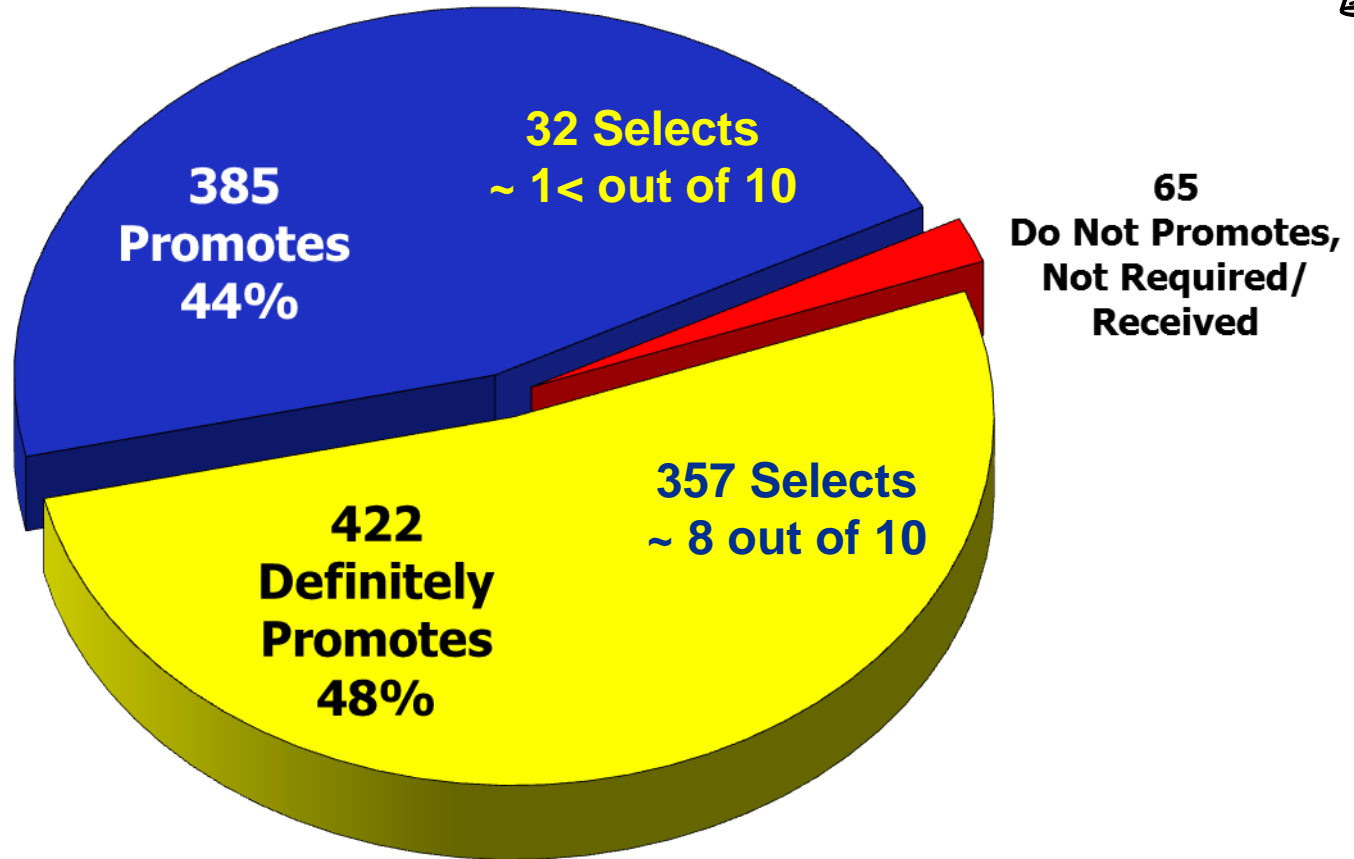
		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>Health Professions:</b>				
<b>Dental Corps</b>		-	<b>100%</b>	<b>100%</b>
<b>Medical Corps</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Nurse Corps</b>		<b>100%</b>	<b>100%</b>	<b>50%</b>
<b>Medical Service Corps</b>		<b>25%</b>	<b>60%</b>	<b>60%</b>
<b>Biomedical Sciences Corps</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Line – Judge Advocate</b>		<b>67%</b>	<b>100%</b>	<b>38%</b>
<b>Chaplain</b>		<b>50%</b>	-	<b>50%</b>



# Promotion Board Reserve Lt Col CY 12 PRFs



## 872 Line Majors



# Promotion Board Reserve Col Line Selection Rates



		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>UNIT (Reserve)</b>		<b>10%</b>	<b>10%</b>	<b>13%</b>
<b>IMA</b>		<b>17%</b>	<b>17%</b>	<b>16%</b>
<b>AGR</b>		<b>34%</b>	<b>46%</b>	<b>31%</b>
<b>Participating IRR (Cat E)</b>		<b>6%</b>	<b>4%</b>	<b>4%</b>
<b>Participating Reserve Total</b>		<b>13%</b>	<b>13%</b>	<b>14%</b>
<b>Non-Participating (S7)</b>		<b>0%</b>	<b>5%</b>	<b>4%</b>

# Promotion Board Reserve Col Non-Line Selection Rates



		<b>CY10</b>	<b>CY11</b>	<b>CY12</b>
<b>Health Professions:</b>				
<b>Dental Corps</b>		<b>16%</b>	<b>12%</b>	<b>14%</b>
<b>Medical Corps</b>		<b>12%</b>	<b>10%</b>	<b>10%</b>
<b>Nurse Corps</b>		<b>7%</b>	<b>13%</b>	<b>7%</b>
<b>Medical Service Corps</b>		<b>8%</b>	<b>19%</b>	<b>17%</b>
<b>Biomedical Sciences Corps</b>		<b>8%</b>	<b>11%</b>	<b>8%</b>
<b>Line – Judge Advocate</b>		<b>8%</b>	<b>16%</b>	<b>11%</b>
<b>Chaplain</b>		<b>27%</b>	<b>29%</b>	<b>25%</b>

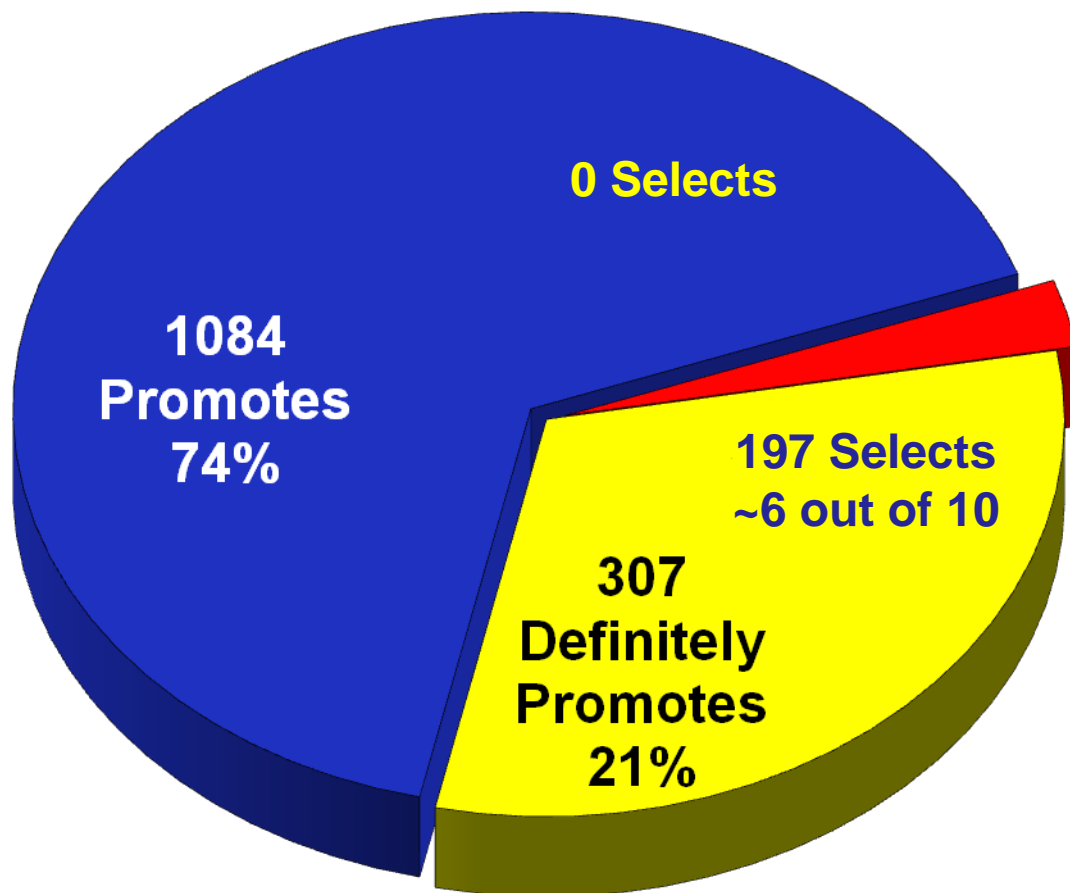


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# Promotion Board Reserve Col CY 12 PRFs



**1,444 Line Lt Cols**



53  
Do Not Promotes,  
Not Required/  
Received  
4%

**197 Selected**

# Promotion Board Reserve Col CY 12 Line Selection Factors



	Considered	Selected	%
<b>DPs</b>	<b>307</b>	<b>197</b>	<b>64%</b>
<b>DP + SDE</b>	<b>289</b>	<b>197</b>	<b>68%</b>
<b>DP + SDE + MASTERS</b>	<b>230</b>	<b>174</b>	<b>76%</b>
<b>DP + SDE + MASTERS + Command Experience</b>	<b>75</b>	<b>69</b>	<b>92%</b>

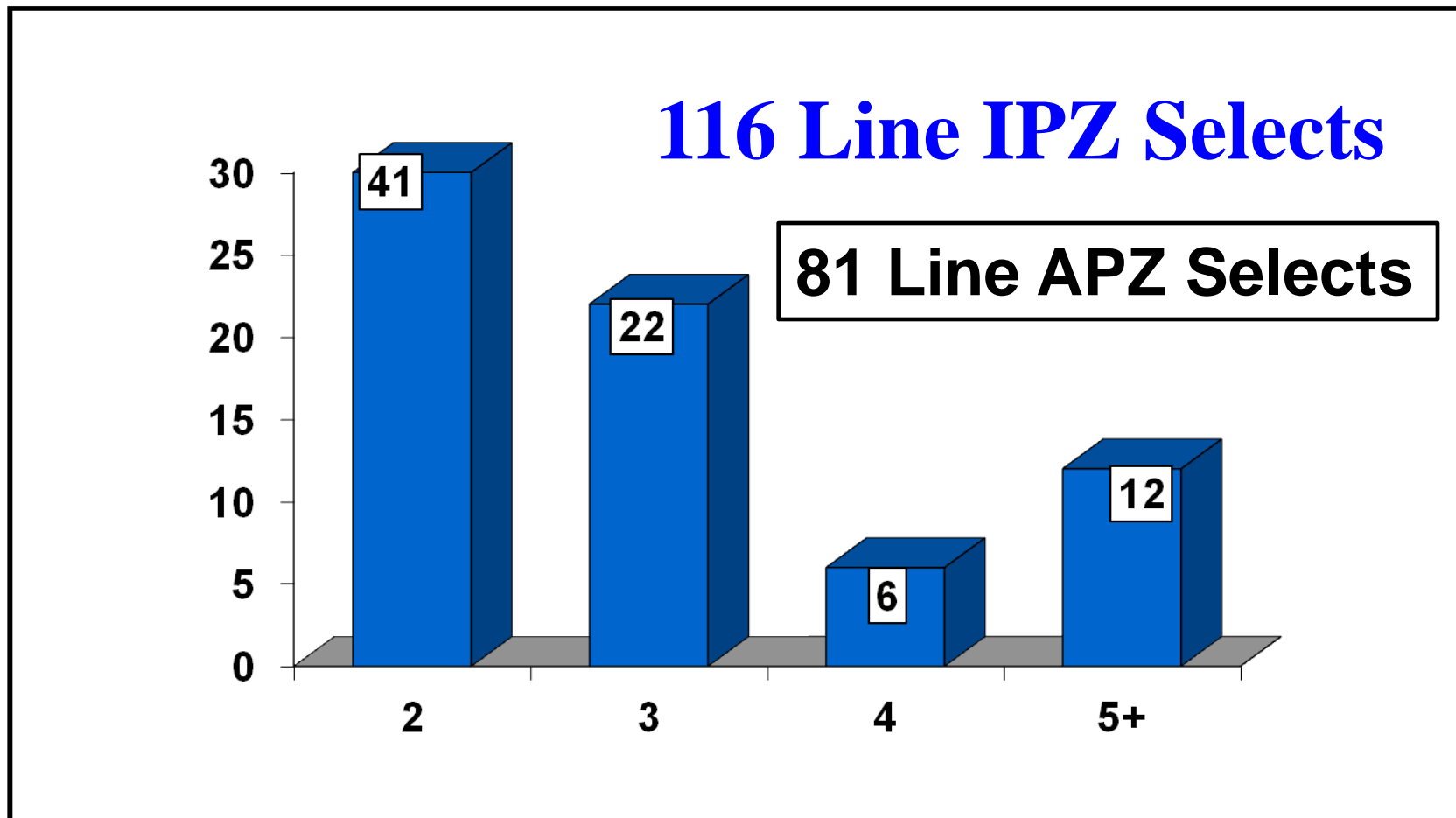


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# Promotion Board Col CY 12





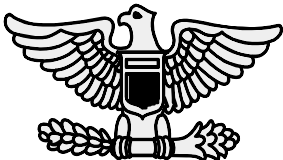
## Number of Tries to Colonel





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# Promotion Board Schedule CY13

Promotion Board	Air Force Reserve	Air National Guard
	14 Jan 13	8 Apr 13
	10 Jun 13	
	7 Oct 13	11 Mar 13 and 9 Sep 13

- **On myPers under AF Reserve/Officer/Promotions**
  - **Broken out by competitive category**
  - **Particular board data points**
  - **Eligible vs selected officers**
    - **“Whole-person” factors**
      - **PRF Rating**
      - **Current OPR**
      - **Satisfactory Participation**
      - **Developmental Education**
      - **Awards**





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# Mandatory Separation Date

- Reserve Active Status List (RASL) maximum allowable years varies by grade, age, and years of service
- MSD is based on commissioned service, not satisfactory service used for retirement
- MSD waivers for Non-Line Officers only
  - Medical and Chaplain to age 68

Separation for Length of Service or Age whichever comes first

Grade	Commissioned Service	Max Age
Colonel	30 years	62
Lt Colonel	28 years	62
Major & below	-	62

*SAF approval is required to receive Credit for service/points past the date you qualified for retired pay*

# ***Mandatory Separation Date For ARTs***

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- **Computation of MSD for service and age are computed the same as for every officer**
  - MSD is based on length of service or age 62, whichever is earlier
  - SAF waiver required for service and points past age 60
- **AFRC/CV may approve extensions past the MSD under Title 10, U.S.C., Section 14702 (delegated SAF approval)**
  - Technicians retained under 14702 having reached an MSD prior to age 60, must be removed from the RASL at age 60
- **Special rules apply for CSRS and FERS; contact your civilian personnel office for civil service rules and questions**



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# *Passed Over Twice & Your MSD*

## **Passed Over Twice When in the grade of:**

## **Date of Separation:**



**Lt to Capt**

- **1<sup>st</sup> day of 7th month after promotion board approval**



**Capt to Maj**

- **1st day of 7th month after promotion board approval**



**Maj to Lt Col**

- **1st day of the month following the month when the officer completes 20 years of commissioned service or 1st of the 7th month after promotion board approval whichever is later**



# *Selective Continuation Board*

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- **Officer continuation in selected career fields to meet the needs of the Air Force Reserve**
- **Each board different**
  - **SAF determines eligibles and length of continuation prior to each board**
    - **Selected Reserve Officer**
    - **Specified AFSCs**
    - **2x deferred for promotion to Maj/LtCol**



# *Selective Continuation Board*

- **Meet eligibility requirements = Meet board**
- **No quota – 100% opportunity – Yes/No Vote**
- **Your commander can non-recommend you for continuation**
- **Continued officers may meet future promotion boards**
- **Officers declining continuation status will be separated or retired**

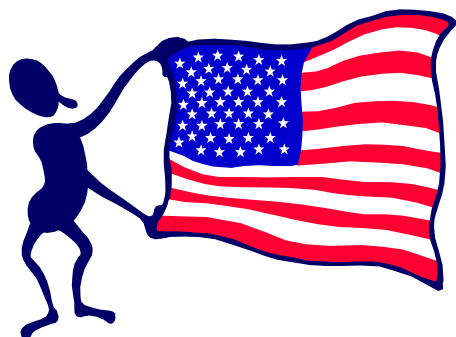


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*To Volunteer*

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***To Be a Board Member***



**For ANG:**

**NGB/A1POP**

**DSN: 612-9120**

**For Reserve Unit:**

**[AFRCA1KP@afrc.af.mil](mailto:AFRCA1KP@afrc.af.mil)**

**DSN 497-0297**

**For IMA:**

**Contact your BIMAA or RMG Program Manager**

**Board Member (GOs)**

**AF/REG: DSN 224-5384**

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***Questions?***